CITY OF FARGO 2025 EMPLOYEE ENGAGEMENT SURVEY - PUBLIC WORKS

› LEVEL OF ENGAGEMENT

Overall - City of Fargo 2025 Employee Engagement Survey - Public Works

Not Engaged (30%) Somewhat Engaged (52%) Fully Engaged (18%) Response count: 89

Are you...

1. Male

Not Engaged (31%) Somewhat Engaged (47%) Fully Engaged (21%) Response count: 70

2. Female

Not Available - There are not 10 or more responses for this group.

4. Do not identify as female, male or transgender

Not Available - There are not 10 or more responses for this group.

5. Prefer not to say

Not Engaged (38%) Somewhat Engaged (54%) Fully Engaged (8%) Response count: 13

What is your current age?

B. 20 to 24

Not Available - There are not 10 or more responses for this group.

C. 25 to 34

Not Engaged (16%) Somewhat Engaged (42%) Fully Engaged (42%) Response count: 19

D. 35 to 44

Not Engaged (32%) Somewhat Engaged (45%) Fully Engaged (23%) Response count: 22

E. 45 to 54

Not Engaged (37%) Somewhat Engaged (52%) Fully Engaged (11%) Response count: 19

F. 55 to 64

Not Engaged (30%) Somewhat Engaged (60%) Fully Engaged (10%) Response count: 10

G. 65 or over

Not Available - There are not 10 or more responses for this group.

H. Prefer not to say

Not Engaged (46%) Somewhat Engaged (54%) Fully Engaged (0%) Response count: 13

Please select the category with which you most closely identify:

2. Asian

Not Available - There are not 10 or more responses for this group.

4. Hispanic, Latino, or Spanish origin

Not Available - There are not 10 or more responses for this group.

7. White

Not Engaged (28%) Somewhat Engaged (52%) Fully Engaged (20%) Response count: 74

9. Prefer not to say

Not Engaged (42%) Somewhat Engaged (58%) Fully Engaged (0%) Response count: 12

Years of Service

A. Less than 6 Months

Not Available - There are not 10 or more responses for this group.

B. 6 Months to 1 Year

Not Available - There are not 10 or more responses for this group.

C. 1 to 3 Years

Not Engaged (20%) Somewhat Engaged (60%) Fully Engaged (20%) Response count: 20

D. 3 to 5 Years

Not Available - There are not 10 or more responses for this group.

E. 5 to 10 Years

Not Engaged (25%) Somewhat Engaged (50%) Fully Engaged (25%) Response count: 16

F. 10 to 20 Years

Not Engaged (62%) Somewhat Engaged (38%) Fully Engaged (0%) Response count: 16

G. 20 Years or More

Not Engaged (35%) Somewhat Engaged (56%) Fully Engaged (9%) Response count: 23

What is your role?

1. Employee: You do not supervise other employees

Not Engaged (36%) Somewhat Engaged (48%) Fully Engaged (16%) Response count: 56

2. Supervisor: You are a supervisor who may be responsible for one or more of the following: giving direction on work projects, performance reviews, and leave approval

Not Engaged (18%) Somewhat Engaged (64%) Fully Engaged (18%) Response count: 11

3. Manager: You may supervise one or more supervisors and be responsible for day to day operations

Not Available - There are not 10 or more responses for this group.

4. Senior Leader: You are the head of a department or division and a member of a leadership team

Not Available - There are not 10 or more responses for this group.

5. Prefer not to say

Not Engaged (25%) Somewhat Engaged (56%) Fully Engaged (19%) Response count: 16

Are you considering leaving your current position in the next year and, if so, why?

1. No

Not Engaged (14%) Somewhat Engaged (58%) Fully Engaged (28%) Response count: 43

2. Yes, to pursue a different position within my current department

Not Available - There are not 10 or more responses for this group.

3. Yes, to pursue a position in another department

Not Available - There are not 10 or more responses for this group.

4. Yes, to pursue a position outside the City – in another government agency (e.g., city or county, state, or federal)

Not Available - There are not 10 or more responses for this group.

5. Yes, to pursue a position outside government (e.g., in a private sector company)

Not Engaged (60%) Somewhat Engaged (30%) Fully Engaged (10%) Response count: 10

6. Yes, to retire

Not Available - There are not 10 or more responses for this group.

7. Prefer not to say

Not Engaged (30%) Somewhat Engaged (61%) Fully Engaged (9%) Response count: 23

Stay or Leave

1. Stay

Not Engaged (14%) Somewhat Engaged (58%) Fully Engaged (28%) Response count: 43

2. Leave

Not Engaged (61%) Somewhat Engaged (30%) Fully Engaged (9%) Response count: 23

3. Prefer not to say

Not Engaged (30%) Somewhat Engaged (61%) Fully Engaged (9%) Response count: 23

Age Group

A. 34 or under

Not Engaged (13%) Somewhat Engaged (52%) Fully Engaged (35%) Response count: 23

B. 35 to 64

Not Engaged (33%) Somewhat Engaged (51%) Fully Engaged (16%) Response count: 51

C. 65 or older

Not Available - There are not 10 or more responses for this group.

D. Prefer not to say

Not Engaged (46%) Somewhat Engaged (54%) Fully Engaged (0%) Response count: 13

Race/Ethnicity Combined

1. American Indian, Asian, Black, Hispanic, Multi-racial and Others

Not Available - There are not 10 or more responses for this group.

2. White

Not Engaged (28%) Somewhat Engaged (52%) Fully Engaged (20%) Response count: 74

3. Prefer not to say

Not Engaged (42%) Somewhat Engaged (58%) Fully Engaged (0%) Response count: 12

Department

Public Works

Not Engaged (30%) Somewhat Engaged (52%) Fully Engaged (18%) Response count: 89

Division

Central Garage

Not Engaged (37%) Somewhat Engaged (47%) Fully Engaged (16%) Response count: 19

Forestry

Not Available - There are not 10 or more responses for this group.

Streets and Sewers

Not Engaged (36%) Somewhat Engaged (49%) Fully Engaged (16%) Response count: 45

Water Mains and Hydrants

Not Engaged (19%) Somewhat Engaged (56%) Fully Engaged (25%) Response count: 16

Employee Status Code

FT

Not Engaged (31%) Somewhat Engaged (51%) Fully Engaged (18%) Response count: 88

T2 or T3

Not Available - There are not 10 or more responses for this group.